

# ROCKVILLE CITY COMPENSATION COMMISSION

Annual Report  
March 25, 2003

In accordance with City Ordinance 19-94, the Compensation Commission, comprised of Rockville citizen volunteers, met on March 11, 18 and 24 to discuss and prepare recommendations pertaining to the compensation levels for the Rockville City Mayor and Council during the 2004/2005 terms of public office. Members of this Commission included: Bridget Donnell Newton, Chair; Stephen Edwards, Charles Goldstein, Virginia Onley and Robert Wright. The designated staff liaison was City Clerk Claire Funkhouser. The City Clerk was not present for the final hour and ten minutes on Monday, March 24, 2003 when the Committee reached its unanimous decision regarding the Compensation levels.

## RESEARCH

To assist the Commission in making an informed recommendation regarding compensation, the following documents were prepared and or presented by the City Clerk for review and discussion:

1. 2001 Report of the Rockville Compensation Commission
2. 2002 Charter Review Commission Report
3. 2000 Report of the County Compensation Task Force
4. 2002 Administrative Grades and Classifications for Rockville
5. MML Municipal Elected Officials Compensation Survey
6. FY 2002 Data for Cities in Maryland w/ Populations above 10,000
7. Compensation Survey of Maryland Local Governments FY2003
8. Pages on compensation from FOG survey
9. Information on Rockville's form of government
10. Public Calendar of the Rockville Mayor and Council
11. History of Mayor and Council Compensation in the City of Rockville
12. Chart listing Mayor and Council Salaries if COLA and Merit Increases had been considered from FY 1994 through FY 2004
13. Ordinance 19-94
14. Rockville City Budget FY 2003
15. Examples of Mayor and Council Expenses
16. Copy of Maryland Senate Bill No. 170 pages 13 and 14 (received at 6pm 3/24/03)

The Commission also requested additional data regarding the amount of time spent by the current Mayor and Council on city business. The commission received written reports from Mayor Larry Giammo, Council Members John Hall and Anne Robbins. Verbal reports were received from Council Members Bob Dorsey and Susan Hoffman.

## PUBLIC COMMENT

The Commission encouraged public participation throughout this process. Subsequently, written testimony was received from Noreen Bryan, Shelly Hardwick and Phyllis Marcuccio. Oral testimonies were presented at Commission meetings by Paul Newman and Judge Irwin Cohen. Both written and oral testimonies were provided by Jim Coyle and Jim Marrinan. Members of the Commission heard extensive discussions regarding the amount of time spent by the Mayor and Council, the duties and responsibilities required by both the Office and the growth of the City, and the overall level of Compensation as it pertains to the type of government in Rockville. Contrary to previous years, an unprecedented amount of interest has been shown in the task of this years Compensation Commission.

One of the greatest challenges facing the Commission was to prepare a recommendation that would embrace the comments, concerns and time required to perform and serve as Mayor and City Council member at a compensation level that would not concurrently restrict any individual's ability to participate in public office nor detract from concerns that these public officials remain motivated by their desire as a citizen to provide the best possible leadership for Rockville. The Commission also became acutely aware that as the demographics of Rockville change, ( including increasing population and diversity, development in both Town Center and neighborhoods, the significant increase in traffic) there exists a very real concern that both the time and complexity of the duties required by the Mayor and City Council Members would increase exponentially. As the Commission read through the research data, listened to or read comments from Rockville citizens, elected officials and Rockville City Staff, it became apparent that compensation levels would have to be increased for the Mayor and City Council Members.

#### FORMULATION OF RECOMMENDATION

In order for the Commission to provide a comprehensive compensation recommendation, Commission members reviewed previous and current Rockville City budgetary documents presented by the City Clerks office. As the Commission reviewed these documents, one of the first items noted was that the compensation of the Mayor and Council was not in sync with the Cost of Living Adjustments (COLA's) provided to city staff. Using a report prepared by the City Clerk showing adjustments to the Mayor and Council salaries during the period FY94 - FY04 if both COLA and Merit increases had been considered (as they were for staff), the Compensation for the Mayor would be \$16,421 instead of \$12,200 and the Council would be \$13,200 instead of \$9,550. To be fair, responsive and equitable to all citizens involved in this compensation process, the Commission voted to adopt the formulation presented by City Staff as the baseline for any compensation increase or decrease..

In order to quantify any proposed compensation increase, the Commission also chose to reference the Adopted FY 2003 Rockville City Budget whereby the FTE (Full Time Equivalent) method is used to establish and support the salaries of each position within the City of Rockville, whether full-time or temporary. The FTE associated with the positions for the Mayor and Council is shown to be 0.1 where 1.0 is considered full-time at 40 hours/week. Testimonies presented by the Mayor and Council demonstrated their average weekly hours spent on city business to be between 30 and 35 for the Mayor and

20 to 25 for the Council. During certain periods, the Mayor spends as much as 60 hours per week and the Council 35 to 40 hours. (Interestingly enough, each Council Member estimated exactly the same number of hours and one said the hours for the Mayor would be higher.)

Based upon the information presented in the FY 2003 Rockville City Budget and documentation provided by the City Clerk and the Mayor and Council, the Commission determined that the duties and responsibilities of the Office of the Mayor would require that the FTE must be increased to a minimum of 0.2 and the duties and responsibilities of a Council Member position would require an increase to an FTE of at least 0.15. Utilizing the City's formulation process, this would therefore suggest that the compensation of the Mayor and Council should be \$32,842 and \$19,800 respectively. However, the Commission felt compelled to strike a balance between the need for commensurate compensation with the strong desire to have citizens motivated to run for office based on a desire for Public Service and not compensation.

#### RECOMMENDATIONS

Therefore, after factoring together all of the financial information provided to this Commission by the City Clerk; the input from the public, Commission Members and the current Mayor and Council; as well as the data presented to us as detailed in the Research Section of this document; the 2003 Compensation Commission for the City of Rockville came to a unanimous decision. We hereby respectively submit the following recommendations for the compensation levels for the 2004 – 2005 terms of office of the Rockville Mayor and Council:

1. That the Compensation for the Office of the Rockville Mayor be increased to \$25,000.
2. That the Compensation for the Office of a Rockville City Council Member be increased to \$18,000.

Furthermore:

3. That the request from the 2001 Compensation Commission (Chair Stephen Edwards) for a Work session with the Mayor and Council be considered as the Commission feels that clarification needs to be forthcoming considering the methods appropriate in establishing fair and just compensation.
4. That the Mayor and Council reconvene the Charter Review Commission for the purpose of studying and identifying the type of government that would best suit the future of the City of Rockville.

Hand Delivered to City Clerk

3/26/03 BOW.